

Semper Fi Flo Whistleblower Reporting Summary

Semper Fi Flo Foundation

Semper Fi Flo Foundation (the “Organization”) is committed to maintaining a safe, ethical, and transparent organization. Staff, volunteers, vendors, program recipients are encouraged to report concerns without fear of retaliation.

1. What to Report

- Financial misconduct such as fraud, theft, falsified reports, misuse of Organization or grant funds.
- Conflicts of interest including kickbacks, self-dealing, and undisclosed relationships.
- Policy or legal violations involving breaches of Organization policies, grant requirements, contracts, or laws.
- Safety, harassment, or misconduct including discrimination, retaliation, and unsafe behavior.
- Child protection, Vulnerable Adult protection issues including suspected abuse, emotional or physical misconduct.
- Retaliation against individuals who report in good faith.

Minnesota Whistleblower Act Notice: Employees are protected under Minn. Stat. § 181.932, which prohibits retaliation against employees and/or contractors who, in good faith, report suspected legal violations or refuse to participate in unlawful conduct.

2. How to Report – Organization’s Internal Channels

Primary Contact: Whistleblower Officer

Name/Title: Tracy Langheinrich, Secretary

Email: tracylangheinrich@gmail.com

Phone: 952-913-7086

Alternate Contact: Board President & Executive Director

Name/Title: Molly Ambrose

Email: molly@semperfiflo.org

Phone: 612-247-0862

Anonymous Reporting Option:

Secure voicemail box: 952-681-7660

4. State & Local Mandatory Reporting

- Carver County Child Protection Services for enforcement/child protective services for suspected abuse:

- 952-361-1600 (24 hours/day, 7 days/week)
- cfsinfo@hennepin.us
- **Reporting Form:** [CARVER COUNTY HEALTH & HUMAN SERVICES AND LAW ENFORCEMENT REFERRAL OF SUSPECTED CHILD MALTREATMENT FORM](#)
- Minnesota statewide support for child protection questions:
 - 651-431-4661
 - dcyf.child.safety-permanency@state.mn.us
- Vulnerable Adult Protection: Minnesota Adult Abuse Reporting Center (MAARC).
 - 800-880-1574
 - Carver County Adult Protection: adultprotection@carvercountymn.gov
 - Online Reporting Form: [Minnesota Adult Abuse Reporting Center \(MAARC\)](#)

5. Confidentiality & Protections

Reports are kept confidential to the maximum extent allowed by law. The Organization prohibits retaliation and may discipline individuals who engage in retaliatory behavior.

6. Investigation Process

Reports are logged and reviewed, conflicts of interest screened, and independent investigators may be assigned. The Organization aims to resolve investigations within 45 days.

7. Additional Notes

Reports involving grant compliance issues will need to be reported to city, county, state, or granting agency hotlines depending on the funding source.